

CHAPTER 5

GENERAL APPENDICES



Biographical Sketches of Committee Members



Secretary Robin Arnold-Williams

Robin Arnold-Williams was appointed Secretary of the Washington State Department of Social and Health Services on March 15, 2005. As a member of Governor Gregoire's Cabinet, she is responsible for overseeing DSHS operations which include 18,000 staff and an annual budget in excess of \$8 billion. Major programs under her direction include Medicaid, child welfare, juvenile rehabilitation, mental health, alcohol and substance abuse, disabilities, aging services, public assistance, child support, and vocational rehabilitation.

Prior to serving in this position, Robin was employed for over 24 years with the Utah State Department of Human Services; from 1997 through 2005 she served as Executive Director. Robin has actively been involved at the national level including serving three years as Chair of the National Council of State Human Services Administrators and providing Congressional testimony on human service policy issues.

Robin holds Masters and Doctoral degrees in Social Work from the University of Utah as well as a Graduate Certificate in Gerontology.



The Honorable Judge Patricia Clark

Before being appointed to the bench, Judge Patricia Clark worked as a prosecutor, an educator and a constitutional commissioner where she focused on at-risk youth. Since elected to the bench in 1998, she has used the judicial system to improve the lives of children, adolescents and their families.

Judge Clark has served as the Chief Judge for the Juvenile Division of the King County Superior Court Since November of 2002. She chairs the Juvenile Disproportionality Committee, Dependency Disproportionality Committee, and has been foremost in the implementation of Reclaiming Futures Treatment Court, Family Treatment Court and Systems Integration. She also serves as a member of Superior Court Judges' Association and Superior Court Judges Association Family Juvenile Law Committee. Judge Clark is also involved in developing the Operational Master Plan for Juvenile Court in the 21st Century.

Judge Clark has been a strong supporter of prevention programs that help keep young people out of the detention system altogether. She was honored with a 2003 Vanguard Award from the King County Washington Women Lawyers, a 2005 Voices for Children Award from the Washington State Children's Alliance and she recently received the Trailblazer Award from the National Black Prosecutors Association.

She received her Juris Doctor degree and a Masters in Public Administration from the University of Washington in 1987.

**Marian S. Harris, Ph.D., ACSW, LICSW**

Marian S. Harris, Ph.D., ACSW, LICSW is an Associate Professor at the University of Washington Tacoma, Social Work Program and Adjunct Associate Professor, University of Washington, School of Social Work, Seattle.

Dr. Harris is a Faculty Associate at the Chapin Hall Center for Children, University of Chicago. She is an Adjunct Associate Professor and Research Advisor for the Smith College School of Social Work.

Dr. Harris is a former consultant for the U.S. Children's Bureau. She is a Licensed Independent Social Worker who has a private practice for psychotherapy and consultation in Tacoma. She is the former Chair of the Public Policy Council, Children's Alliance of Washington. She serves on Human Subjects Review Committee G at the University of Washington as well as the Human Subjects Review Committee for Casey Family Programs in Seattle and is a consultant for Casey.

She is a member of numerous professional organizations. Her research and publications have focused primarily on issues of mothers and their children in the child welfare system including substance abuse problem severity, attachment typology, parental stress, child maltreatment, extended family support, race and family structure, and disproportionality (especially African American and disparity issues). Recent honors include: 2008-Fellowship (Japan Studies Institute, San Diego State University, San Diego, CA); 2007- Martin Luther King Jr. Volunteer Recognition/Community Service Award, University of Washington, Seattle and honored as one of 2007 UW Distinguished Women; 2006- Certificate of Appreciation for Mental Health Transformation in the State of Washington by Governor Gregoire; Who's Who Among America's Teachers-2004-05; Academic Keys- 2004; Who's Who in Social Sciences Higher Education-2004; Who's Who of American Women- 2004-05, 2007-08; and 2004-Social Worker of the Year Award, Washington State Chapter, National Association of Social Workers. In 2006 Dr. Harris was appointed by the Tacoma City Council to serve on the Citizen Review Panel for the Tacoma Police Department; she is the Vice-Chair of the Citizen Review Panel. In December 2007 Dr. Harris was appointed by Governor Christine Gregoire to serve on the Commission on African American Affairs.

Dr. Harris was awarded an NIMH Postdoctoral Fellowship and completed a two year post doctoral training program at the University of Wisconsin-Madison, School of Social Work. She received her Ph.D. from the Smith College School for Social Work.

Among the awards she received at Smith College were the following: Bertha Capen Reynolds Fellowship, Roger R. Miller Dissertation Grant and a SAMSA Clinical Training Award.

Liz Mueller

Liz Mueller has over 20 years of insight and expertise in working with Tribal related affairs. She serves in the elected capacity as the Vice Chair of the Jamestown S'Klallam Tribe. She is the Director of the Jamestown S'Klallam Tribe Social Services Division, and she has been instrumental in the development of their 24 programs. Liz has been a member of Washington State DSHS Indian Policy Advisory Committee since it was formed in 1989, and she is the current chair of that committee. She also chairs the Washington State DSHS Indian Child Welfare Committee. She has extensive knowledge of State-Tribal relations and the positive benefits that come from collaborative work.

Liz also has extensive experience working with issues related to Native American children in the child welfare system. She brings a high level of understanding and passion regarding Washington State's effort to reduce disproportionality of children of color in the child welfare system.



**Tom Crofoot**

Tom Crofoot was born in Omak, WA. and is a descendant of the Colville Confederated Tribes. He is Associate Professor of Social Work at Eastern Washington University.

Tom spent five years as a social worker for Oregon child welfare, four years as a psychiatric social worker and two years as a mental health crisis specialist for children and adolescents. He's been widely published. His recent articles cover topics that include, mental health, health and substance abuse service needs for Native Americans, mental health screening results and suicidal behavior of youth in care and using reasons for living to connect children and youth to American Indian healing traditions.

Tom received a Bachelors in Liberal Arts from The Evergreen State College in Olympia, a Masters in Social Work from Portland State University in Portland and a Ph.D. in Social Welfare from the University of Washington, Seattle.

**Bonnie J. Glenn**

Bonnie J. Glenn is a Deputy Chief of Staff with the King County Prosecutor's Office. In that position, she works on legislative and juvenile justice policy, inter-governmental affairs, community outreach and crime prevention. As part of her duties, she heads the Truancy Prevention and Community Response Program and provides legal advice to King County's 19 school districts. She has prosecuted numerous cases involving domestic violence, child abuse and drug use.

Before joining the prosecutor's office, Ms Glenn served as an Assistant Supervisor with the Seattle City Attorney's Office. She served as Seattle's Acting Director of the Domestic Violence Unit, and served on the team that prosecutes high profile cases. In addition, Bonnie was appointed as the first Community Prosecutor under a national grant to work on reducing crime at the intervention level by bringing together the community, police and prosecutors.

Ms. Glenn is past president of the Loren Miller Bar Association, past co-chair of the Washington State Bar Association Committee for Diversity, past Bar Leaders Chair for the WSBA and has served on various boards to include King County Washington Women Lawyer's. Bonnie is currently a member of the Governor's Juvenile Justice Advisory Executive Committee, Co-Chair of the King County Bar Association's Rev. Dr. Martin Luther King Jr. Program, and a member of the Washington State Minority and Justice Commission.

Ms. Glenn has provided criminal and civil training at the Washington Association of Prosecuting Attorney's and at the Washington State Association of Municipal Attorney's. She has spoken throughout Washington State on criminal and civil issues and currently hosts Juvenile Justice on County Television. In 2004, she was honored by the Puget Sound Business Journal as a 40 under 40 award recipient, in 2005 by the Loren Miller Bar Association with the Excellence in the Practice of Law Award, in 2006 received the Seattle University School of Law Women's Law Caucus Women of the Year Award, and in 2007 received the innovation in Criminal Justice Award from Seattle University.

Ms. Glenn has a Bachelors degree in Business Administration in marketing and management from the University of Washington and a Juris Doctorate from the Catholic University of America School of Law in Washington D.C. While in the District of Columbia, she worked for U.S. Senator Edward Kennedy and the Department of Justice.



Rev. Jimmie James

Throughout his career as minister and advocate, Reverend James has developed, implemented and led a number of successful social justice campaigns and projects, advocating for marginalized communities and social change. He has worked directly with several social justice organizations, including Jobs for Justice, the People's Coalition for Justice, the Black Dollar Days Task Force, Justice Passage (Now Justice Works) and the King County Reclaiming Futures Program. He is an advocate and panel speaker for several campaigns and organizations to end homelessness and poverty throughout King County.

Reverend James helped create and was the Executive Director of the 4C Coalition; a coalition of clergy, community members, and community-based agencies to serve low-income families and children of color. He developed and implemented the national award winning "Children of Incarcerated Parents" program. He has served as an executive for the Boy Scouts of America, Big Brothers Big Sisters Division Director in Pierce County. He is currently the founder of H.O.P.E. and Pastor of Greater Things Ministries in Kent, WA. H.O.P.E. is a non-profit organization creating educational opportunities for youth, drop out prevention, and providing housing and jobs for re-entry and transition.

He has a Bachelors of Arts Degree from Northwest University in Kirkland, and a Masters of Arts, Pastoral Studies, from the School of Theology and Ministry at Seattle University.



Toni Lodge

Toni Lodge currently is Executive Director of the NATIVE Project/NATIVE Health Clinic in Spokane, Washington. The NATIVE Project is a state licensed adolescent substance abuse and mental health treatment agency that serves kids of all ethnicities. The NATIVE Health Clinic is an urban Indian FQHC medical facility that offers a variety of medical, wellness and prevention programs.

Ms Lodge has been a volunteer member of the Department of Social and Health Service's Indian Child Welfare Advisory Committee, Child Protection Teams and an expert witness in Indian Child Welfare cases for the past 29 years.

Toni is an enrolled member of the Turtle Mountain Chippewa Tribe of North Dakota. She is a mother of four and grandmother of seven and says prevention, education, recovery and wellness for all children is her primary objective.



Kimberly Mays

Kimberly is a parent who was formerly involved in the child welfare system. She currently works for the Pierce County Juvenile Court's Parent-to-Parent Program and is a board member of The Bridge: From Dependency to Community and Beyond.

Both of those programs work with parents who have had their children removed from their care. The programs engage parents early on, educate them about the child welfare system and connect them to parents who have been successfully reunited with their children.

Kimberly has helped to form programs, such as Dependency 201 and 301, which helps support parents just entering the dependency system. The main objective of these programs is to find quicker ways to provide parents with services, resulting in faster permanency for children.

Kimberly is a graduate of The Evergreen State College, Tacoma. She has been accepted into the Masters in Public Administration Program at The Evergreen State College in Olympia. She also worked as a legislative intern for Senator Adam Kline during the 2007 session.

She has been a member of the Washington State Parent Advocacy Committee and the Children's Alliance. She regularly speaks at the Children Administration's Training Academy, symposiums, summits and leadership conferences, sharing her experiences and understanding of the difficulties encountered by parents and children in the child welfare system. She is the Mentor Coordinator, a board member and Scholarship Committee member of the Post-Prison Education Program.

In addition, Kimberly currently serves on two legislative advisory committees: the Children and Families of Incarcerated Parents Advisory Committee and the Offender Reentry Policy Advisory Committee.

Kimberly is raising her 3-year-old daughter with the help of her daughter's father, whose support enables Kimberly to pursue her passion and her educational and career goals.



Paola Maranan

Paola Maranan is the Executive Director of the Children's Alliance, an organization she has been involved with since 1993.

Paola served for nine years as policy director at the Children's Alliance. In that position, she helped the organization define its public policy priorities, design and provide advocacy training to groups across the state, and coordinate the organization's efforts to identify and respond to the needs of children and families of color. After leaving the Alliance to work as Program Manager for the Children's Initiative at United Way of King County, she served on the Alliance's Board of Directors. She returned to the Alliance in 2003 to serve as the organization's Executive Director.

Paola has also worked for the Washington State Family Policy Council and the Washington State Commission on African American Affairs. Previously she has worked in Alabama in the areas of voting rights and prison reform.

Paola received her BA in Government from Harvard University.



Ron Murphy

Ron Murphy has provided social work services to children, families and communities for over 35 years. He currently is the Senior Director - Strategic Consulting for Washington State for Casey Family Programs. He provides leadership for statewide systems improvement strategies for Casey's partnership with the State of Washington and also works with other Casey partners, such as the courts, legislature and non-profits, to support system wide improvements through policy and practice changes. Ron ensures that Casey's 2020 Mission is embedded in its efforts with partners.

Ron has been a member of Casey Family Programs since 1995 and has provided leadership in various roles. Prior to joining Casey, Ron worked for the State of Washington as a Community Services Office Administrator, Regional Administrator for the State's Division of Alcohol and Substance Abuse and as a direct practitioner for the Children's Administration. Ron has also worked in other private non-profit organizations. Ron's analytical thinking, problem-solving, listening, humor and ability to maintain self control under pressure are attributes he is recognized for.

Ron graduated from the University of Washington with a Masters in Social Work. He has a B.A. from Pacific Lutheran University and is a member of several professional organizations.



Mary O'Brien

Since 1986 Mary O'Brien has been Clinical Services Manager for Yakima Valley Farm Workers Clinic-Behavioral Health Services (BHS). She also is a licensed Mental Health Counselor who specialized in treating children and Hispanics.

BHS is one of three licensed mental health centers in Yakima County. The agency specializes in children and family counseling services which included therapeutic foster care programs and evidence-based practices for special populations. During the first 6 years with YVFWC Ms. O'Brien worked as mental health therapist/supervisor of School-Base Day Treatment that served up to 5 school districts. In this role she had substantial experiences with migrant/farm workers children and parent who had various treatment needs.

Currently Ms. O'Brien is responsible for organizing and managing daily services to ensure that mental health needs of population served by YVFWC are met. She chairs the Mental Health Advisory Group For Children Village in Yakima, Multi-Cultural Competency Committee (Region Support Network), Ethnic Minority Advisory Committee (WA Mental Health Division). She's also on the boards of the Dispute Resolution Center (Yakima and Kittitas) and National Association of Mental Ill.

Ms. O'Brien is bilingual and bicultural, and grew up in a farm worker family that migrated from Texas to the Yakima Valley in the late 1950's. She attended Yakima Valley Community College and Eastern Washington University where she received Bachelors and Masters degrees in Social Work.



Chereese Phillips

Over the years Chereese Phillips has been a fervent advocate for individuals in and from the foster care system. She currently is pursuing a Masters of Social Work degree at the University of Washington. Her primary research interests are ethnic identity formation, depression amongst African American women, and disproportionality in the foster care system.



Deborah J. Purce

Deborah Purce is Executive Staff Director for the Children's Administration within Washington State's Department of Social and Health Services (DSHS). In her position she works directly with the Assistant Secretary, Cheryl Stephani, to promote the mission of protecting children from abuse and neglect. She has oversight for statewide initiatives, including: Indian Child Welfare; Racial Disproportionality; Evidence Based Programs; Government Management, Accountability, and Performance (GMAP); and Administration Communications. Deborah also has oversight for the Braam Settlement Agreement.

For many years Deborah practiced law in the State of Kansas where she focused primarily on civil rights and foster care litigation. Deborah was primarily responsible for the negotiation and implementation of the Kansas Foster Care Settlement Agreement. With Deborah as lead attorney, Kansas became the first state to comply with and exit a statewide Foster Care Class Action Settlement. Deborah managed the Quality Assurance program for the Kansas Children and Family Agency including successful compliance with the federal Children and Family Services Review (CFSR) and Program Improvement Plan (PIP).

Deborah holds a bachelors degree in Political Science from Idaho State University and a Juris Doctor degree from the University of Kansas.

Deborah is the DSHS Secretary's designee on the Disproportionality Advisory Committee.



Kip Tokuda

Kip Tokuda has long been an on behalf of children and families. He's currently Policy Director of the City of Seattle's Human Services Department. He also serves as a legislative liaison with the Office of Intergovernmental Relations.

For eight years he represented the 37th legislative district in the Washington State House of Representatives. He served as the Chair of the House Children and Family Services Committee as well as a member of the House Appropriations and the House Juvenile Justice and Family Law committees. As a state representative, Mr. Tokuda was a strong advocate for children, individuals with developmental disabilities and working families. He successfully passed a "Special Needs Adoption" bill designed to meet the needs of disabled children who are adopted through the state. He was instrumental in passing the "Homeless Children's Lawsuit" bill, which provided services for over 60,000 homeless families with children in Washington. He also contributed to passage of the "Foster Care Quality and Accountability" bill.

Prior to his terms in the legislature, Mr. Tokuda served as the Executive Director of the state's Washington Council for the Prevention of Child Abuse and Neglect. In that capacity, he led the charge to develop policies, raise awareness and advocate on behalf of children and families in Washington.

Summary of Federal Laws Related to Children of Color and the Child Welfare System

Indian Child Welfare Act

In 1978, Congress enacted the Indian Child Welfare Act (ICWA). The Indian Child Welfare Act's primary purpose is to protect the welfare of Indian children and support stability and security for Native families and Tribes. ICWA creates a system designed to keep Indian children within their family and/or the Indian community whenever possible.¹

ICWA establishes a minimum federal standard in any child custody proceeding (i.e. foster care placements, termination of parental rights, pre-adoptive placements and adoptive placements). State courts and state agencies, when they are involved, are charged to make a diligent effort to identify every child who is subject to ICWA and ensure that an Indian child's Tribe, as well as his or her parents or Indian custodian, receive notice of the proceeding.

According to Section 1903 (4) of ICWA, an Indian child is defined as:

- Any child unmarried and who is under 18 and is either a member of an Indian Tribe or is eligible for membership in an Indian tribe and is the biological child of a member of Indian Tribe.

According to Washington Administrative Code (WAC) 388-70-450, an Indian child is defined as:

- Any person who is enrolled or eligible for enrollment in a Recognized Tribe.
- Any person determined, or eligible to be found, to be an Indian by the secretary of the interior.
- An Eskimo, Aleut, or other Alaskan native.
- Canadian Indian: A person who is a member of a Treaty Tribe, Metis community or nonstatus Indian community from Canada.

Once a child is identified as an "Indian child" active efforts should be made to prevent the break up of the family. If a child custody proceeding is initiated seeking removal of the child, a formal notice must be sent to the Tribe(s), the parents and Indian custodian to inform them of the proceeding. A state agency must continue to make "active efforts" to provide remedial and rehabilitative services to the family.

Keeping the child within the family is always the preference; however, if this not possible, preference is given to a member of the child's extended family, other members of the Indian child's Tribe or other Indian families. ICWA allows for jurisdiction to be transferred to the Tribe in child custody matters involving Indian children residing on reservations. Furthermore, the state court must transfer these cases to tribal court at the request of the tribe, parent or Indian custodian.² Ultimately, the goal of the Indian Child Welfare Act is to ensure the preservation of Native American communities and culture and to respect tribal sovereignty.

How ICWA is Handled in Washington State

Throughout the country, compliance to the ICWA is a challenge. The Indian Child Welfare Act requires active efforts to identify tribal affiliation and to maintain consistent engagement with each family at each step in the process. A state's compliance to ICWA requires

¹ Wilkins, A. (2004). The Indian Child Welfare Act and the States. Retrieved May 02, 2008, from <http://www.ncsl.org/programs/statetribes/icwa.htm>.

² Wilkins, A. (2004). The Indian Child Welfare Act and the States. Retrieved May 02, 2008, from <http://www.ncsl.org/programs/statetribes/icwa.htm>.

consistency, effective systems and infrastructure. Although our workers understand the intent of the Act, in our state they still struggle to identify children as Indian children and to ensure each family and Tribe receive proper notification.

As a result, in 2005, Washington State began a collaborative effort to develop an Indian Child Welfare Case Review model. This effort was led by Washington State Tribes, the Indian Policy Advisory Committee (IPAC), and Children's Administration (CA) staff.

The purpose of ICW Case Review is to:

- Partner with Tribes and Recognized American Indian Organizations (RAIO) to evaluate Washington State ICW practice and provide strength-based feedback to social workers and management.
- Enhance CA staff knowledge and understanding with the ICWA and Washington State ICW policy.
- Establish a baseline on current regional and statewide practice.
- Identify areas needing improvement and develop regional practice improvement plans with improvement goals.
- Identify systemic barriers to ICW practice and develop strategies to address these barriers.

The ICW review model evaluates case practice based on best practice standards. The goal of the ICW Case Review model is to facilitate practice improvement activities to ensure that the rights of Indian children, their families, and their Tribes are protected. See www.dshs.wa.gov/ca/pubs/mnl_icw/chapter1.asp.

Inter-Ethnic Placement Act of 1996 (42 USC 671a)

The Multi-Ethnic Placement Act (MEPA), as amended in 1996 by the Inter-Ethnic Placement Act (IEPA), mandates that race, culture, or ethnicity may not be used as the basis for any denial of placement, nor may such factors be used to as a reason to delay any foster or adoptive placement.

1. MEPA and IEPA, as amended, maintains a prohibition against delaying or denying the placement of a child for adoption or foster care on the basis of race, color, or national origin of the adoptive or foster parent, or the child involved.
2. The act also imposes a Title IV-E State Plan requirement prohibiting delay or denial of foster and adoptive placements on the basis of race, color, or national origin.
3. Failure to comply with these provisions of the Title IV-E State Plan requirements will subject the department to fiscal sanctions in cases where corrective action plans failure to correct the problem within six months.

MEPA and IEPA, as amended, mandate agencies to provide for the diligent recruitment of potential foster and adoptive families that reflect the ethnic and racial diversity of children in the state for whom foster and adoptive homes are needed. Child welfare agencies must develop a recruitment plan that ensures that foster care and adoptive placements are available to dependent children and those dependent children are not subject to discrimination in their placement. 42 USC 671a

- A. Children falling under the protections of the Indian Child Welfare Act of 1979 are exempt from the provisions of MEPA and IEPA.
- B. Children's Administration shall provide for community based recruitment of foster and adoptive families who reflect the racial and ethnic diversity of the children served by the Administration through the Division of Children and Family Services (DCFS), with the assistance of the Division of Licensed Resources (DLR).

1. Each region will maintain a pool of potential foster and adoptive parents who are capable of promoting each child's development and case goals.
2. Regional recruitment efforts must reach all members of the community and provide potential foster and adoptive parents with information about the needs of available children, the nature of the foster care and adoption processes, and the supports available to foster and adoptive families.
3. Standards may not be used for foster and adoptive parents which are related to age, education, family structure, and size or ownership of housing or which exclude groups of prospective parents on the basis of race, color, or national origin.

See www.dshs.wa.gov/ca/pubs/mnl_ops/chapter4.asp



Washington State
Department of Social
& Health Services

Racial Dispro in Washington

